People, Place, and Planet:
Our pathway to 2030 and beyond

January 2026

IM Properties **Sustainable Futures**

CONTENTS

1. Foreword by Tim Wooldridge, Managing Director 3

2. It starts with us: Our purpose, vision and values 5

3. Laying the foundations: Our materiality assessment 7

4. Mapping the road ahead: Our sustainability framework 8

5. Putting our plans into action: Our commitments: 9

   People 10

   Place 12

   Planet 14

6. Taking responsibility: Our internal operations 17

7. Leading the way: Our closing statement 19

FOREWORD
BY TIM WOOLDRIDGE, MANAGING DIRECTOR



BY 2030, WE AIM TO ACHIEVE OUR AMBITIOUS SUSTAINABILITY GOALS, CONFIDENT THAT THE STEPS WE ARE TAKING NOW WILL LEAVE A LASTING LEGACY.

IM Group Head Office, The Gate, Solihull

Sustainability is a key driver in shaping the way we live, work and contribute to thriving, balanced communities. At IM Properties (IMP), we acknowledge this reality, staying agile and responsive to evolving challenges while taking meaningful action to protect our planet and positively impact people and communities. This focus has driven our progress over the past decade – minimising our environmental footprint, enhancing communities and creating lasting value – all while standing as one of the UK's largest privately owned property companies.

Since 2021, our Sustainable Futures strategy has been at the heart of our approach, aligning our objectives with the United Nations Sustainable Development Goals (UN SDGs). The Sustainable Futures strategy is something we committed to with full intent, understanding that we would be learning as we deliver, adapting our approach with the data and insights gained from our ongoing work.

This 2024 update reflects a review of our targets across People, Place and Planet, ensuring we build on the progress we have already achieved while staying aligned with our continued momentum, the shifting environmental landscape and emerging industry needs. We recognise that the market is constantly changing, presenting us with new and ongoing challenges – from shifting regulatory requirements to the need for innovative solutions in a competitive landscape. Our commitment to sustainability remains steadfast, but we also acknowledge that navigating this complex environment requires continuous adaptation and refinement.







In the short term, we are focused on aligning all new domestic dwellings with the Future Homes Standard, set to be introduced in 2025. This will ensure our homes are Zero Carbon Ready, incorporating advanced insulation and highly efficient heat pumps, removing the need for fossil fuel boilers. By delivering low-carbon electric heating and hot water, we are setting a new benchmark for sustainable living.

Looking to the future, our long-term priorities remain clear: fostering thriving communities, reducing carbon emissions across our portfolio and ensuring every project contributes positively to people and the planet. By 2030, we aim to achieve our ambitious sustainability goals, confident that the steps we are taking now will leave a lasting legacy.

Through innovation and collaboration, IMP will continue to deliver sustainable developments that build a better future for all. We are grateful for your continued support and belief in our vision. Together, with the dedication of our team and the teams we collaborate with, we can continue to achieve great things.

Tim Wooldridge Managing Director

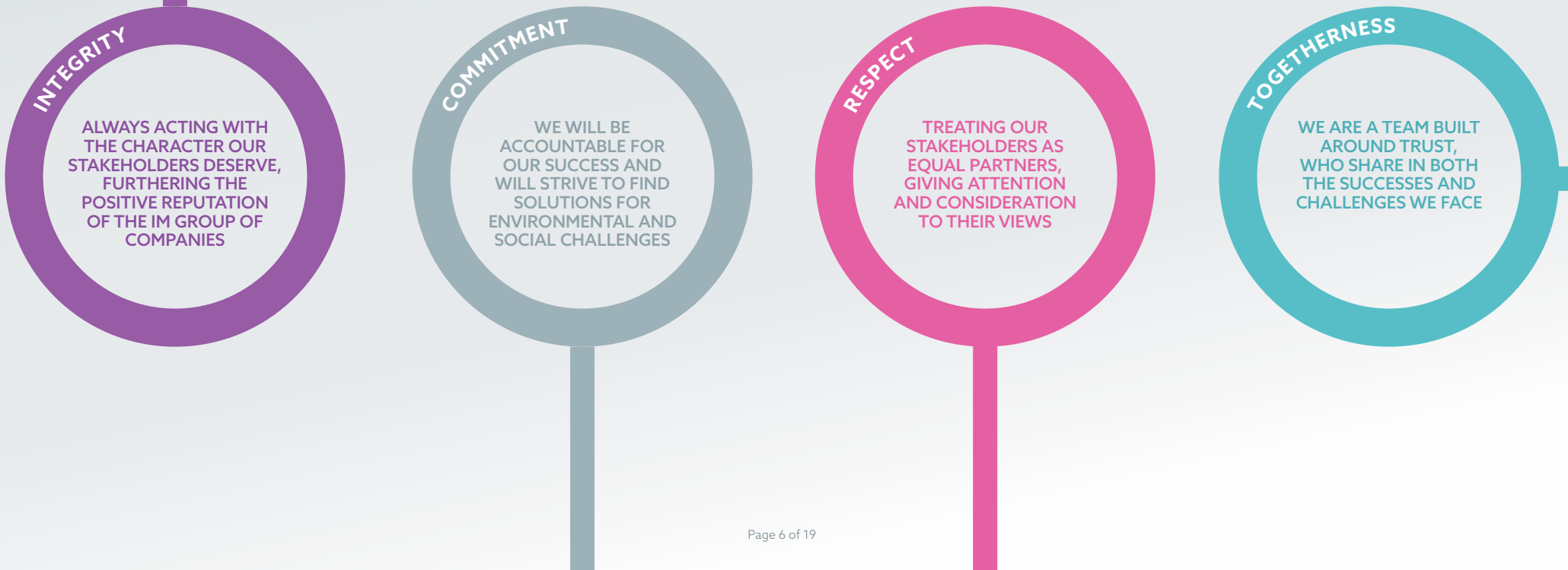


IT STARTS WITH US:
OUR PURPOSE, VISION & VALUES

We're proud of the work we have done over the last decade. But we're not ones to sit back, which is why we're implementing our new sustainability framework - to ensure that, over the next decade to come, we continue to improve, to progress and to evolve.

So where do we start? With outlining both our **purpose**: *to create a sustainable future together*, and our **vision**: *to be innovative in creating sustainable developments, fit for the future*. It's crucial to keep our purpose and vision at the forefront of our plans as we forge ahead, as we strongly believe that managing for the long term is key to our success.

Our core values of **Integrity**, **Commitment**, **Respect** and **Togetherness underpin everything we do**. In line with the delivery of our sustainability goals, we expect these values to be upheld in the interactions we have with our stakeholders, the communities where we operate, and with each other.





LAYING THE FOUNDATIONS:
OUR MATERIALITY ASSESSMENT

To help create our sustainability framework, we needed to establish the economic, environmental and social issues that have the biggest impact on our business and our stakeholders. To do this, we have conducted a formal materiality assessment, comprising the following three-step process:

1. IDENTIFICATION	2. PRIORITISATION	3. VALIDATION
Identification of key issues based on industry research, peer & competitor analysis, and stakeholder input	Prioritisation of issues using a formal materiality matrix based on internal & external stakeholder feedback	Validation of the results with the IM Properties Leadership Team

Following this assessment, we identified the following key material issues:

- **Climate Change Mitigation and Adaptation**
- **Energy Generation & Renewable Energy**
- **Social Value**
- **Innovation & Smart Buildings**
- **Wellbeing**
- **Biodiversity**

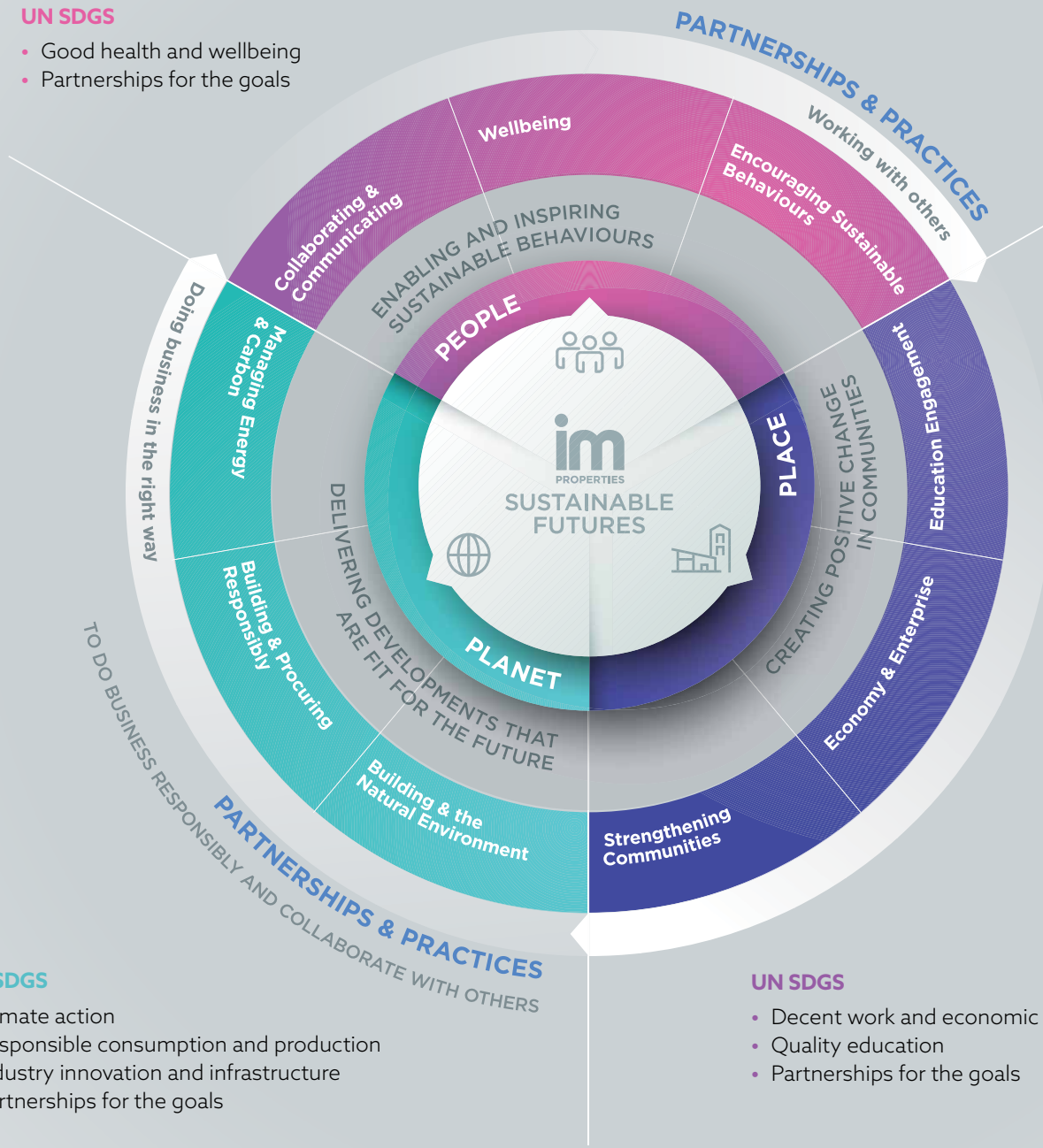
These were then used as the building blocks in establishing the ambitions and priorities for our sustainability framework. We will continue to conduct regular materiality assessments to monitor the relevance of these ambitions and priorities and whether the strategy needs to be revised to meet new challenges as they arise. We also continually assess material issues through engagement with our stakeholders, insights gained from live projects and evolving legislation, ensuring we adapt our work to reflect these changes effectively.

MAPPING THE ROAD AHEAD:
OUR SUSTAINABILITY FRAMEWORK

Guided by the findings from the materiality assessment, we have developed a sustainability framework that sets out our ambitions to 2030. The three central themes to our sustainability framework are **People**, **Place** and **Planet**. Each theme has a long-term ambition underpinned with key objectives. We know that we cannot deliver our ambitions alone and therefore **Partnerships & Practices** are also at the heart of our plans.

Our plans also align to the UN Sustainable Development Goals (SDGs), which provide a blueprint to achieve a better and more sustainable future for all.

To find out more about the UN SDGs visit:
https://sdgs.un.org/goals

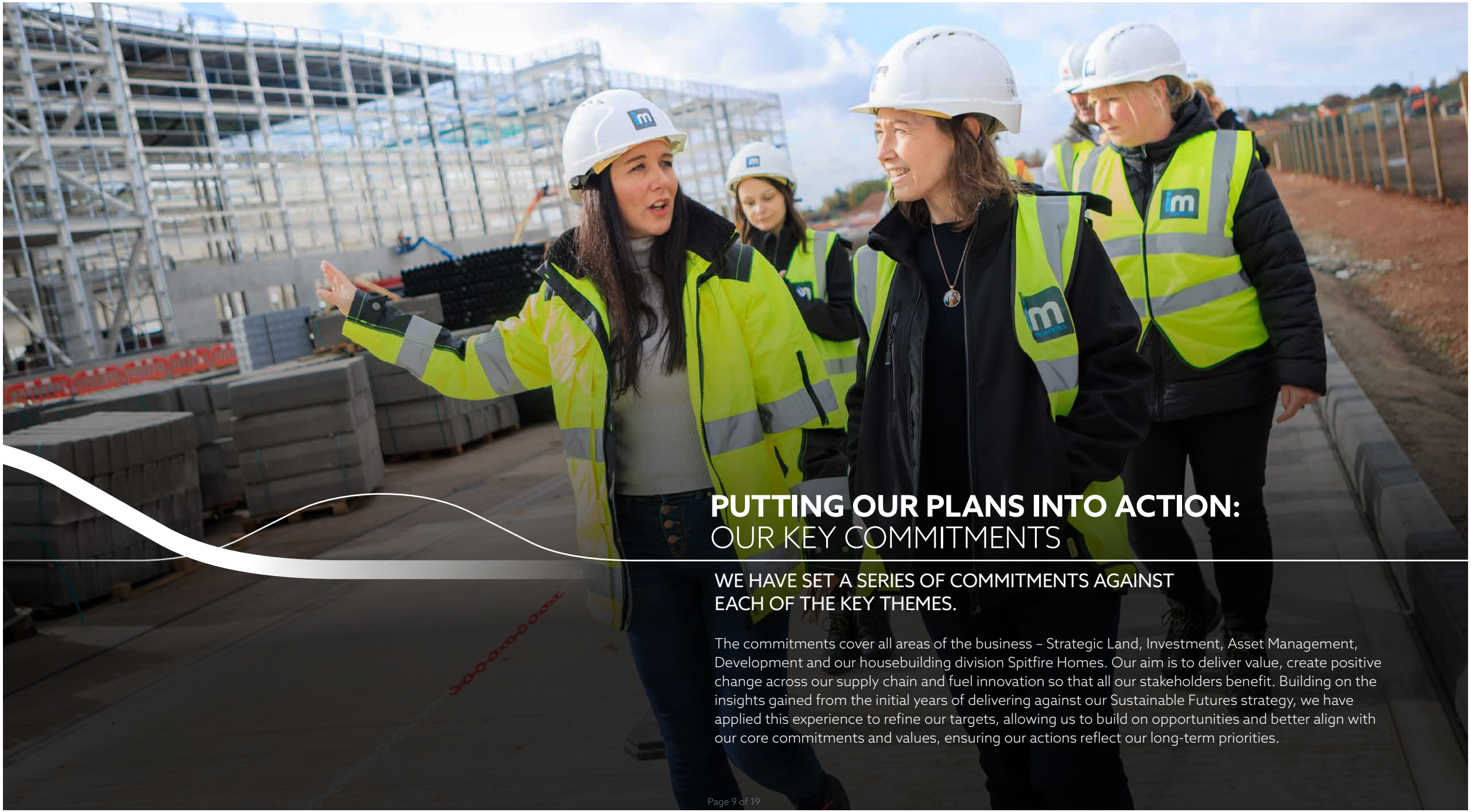


UN SDGS
- Good health and wellbeing
- Partnerships for the goals

UN SDGS
- Climate action
- Responsible consumption and production
- Industry innovation and infrastructure
- Partnerships for the goals

UN SDGS
- Decent work and economic growth
- Quality education
- Partnerships for the goals

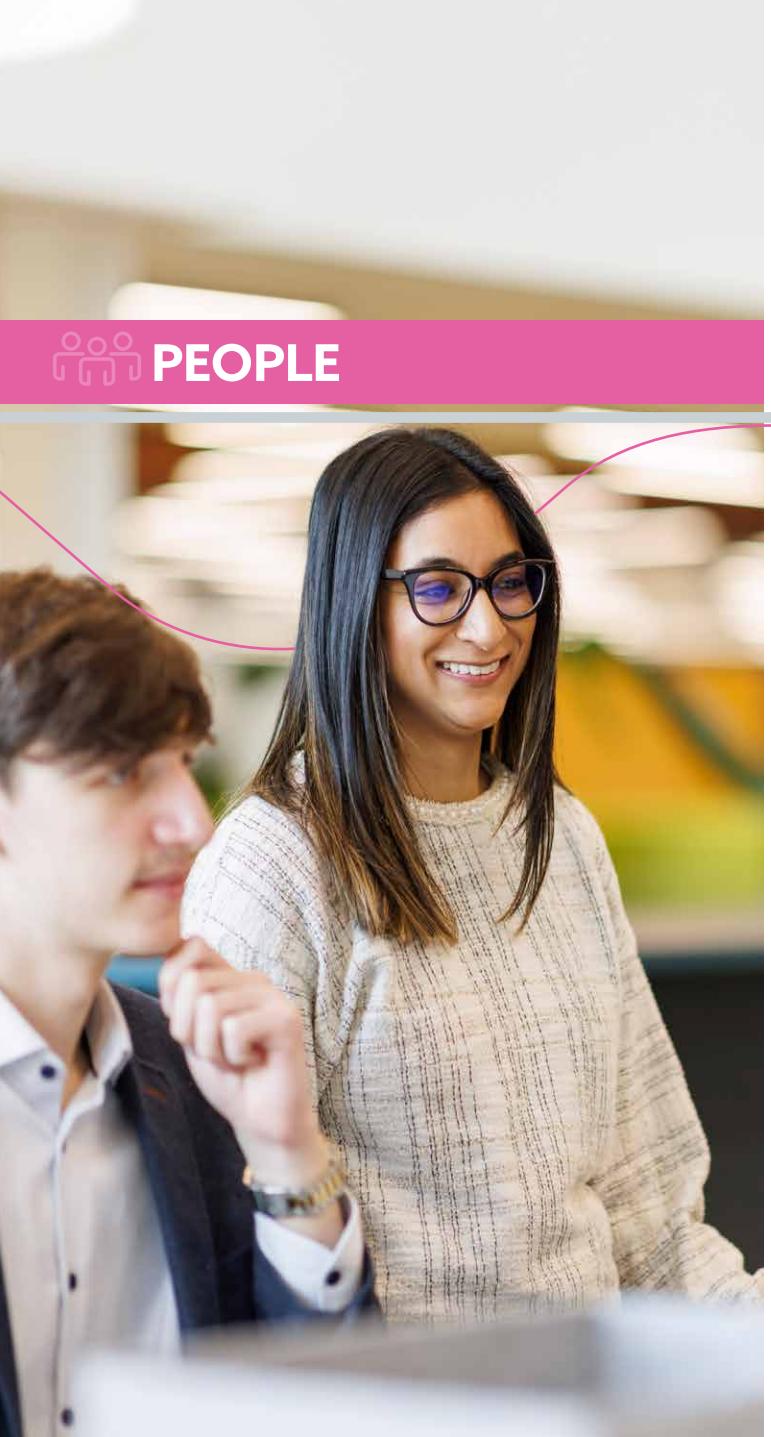




PUTTING OUR PLANS INTO ACTION: OUR KEY COMMITMENTS

WE HAVE SET A SERIES OF COMMITMENTS AGAINST EACH OF THE KEY THEMES.

The commitments cover all areas of the business – Strategic Land, Investment, Asset Management, Development and our housebuilding division Spitfire Homes. Our aim is to deliver value, create positive change across our supply chain and fuel innovation so that all our stakeholders benefit. Building on the insights gained from the initial years of delivering against our Sustainable Futures strategy, we have applied this experience to refine our targets, allowing us to build on opportunities and better align with our core commitments and values, ensuring our actions reflect our long-term priorities.



PEOPLE

Our people are our greatest asset, so it's crucial for the success of our sustainability framework that we're all on board together and pulling in the same direction. Our 2030 ambition is to enable and inspire sustainable thinking from our employees, occupiers, and customers, to suppliers, industry and regulatory bodies, and the communities in which we work.

We will do this by setting commitments, focusing on three key pathways:

1. Wellbeing

It is recognised now, more than ever, that businesses and workplaces have a responsibility to look after the wellbeing of its staff. We want to ensure that we are leading by example when it comes to putting the physical and mental wellbeing of our staff first by maintaining a genuine and consistent approach to wellbeing within our own organisation.

We will continue to develop and evolve our internal wellbeing strategy

In order to support our staff and continue to attract and retain the best talent, we will further the work we are already delivering around staff wellbeing. We will continue to offer a consistent and varied wellbeing strategy and programme of events. We will issue an annual summary report of what we deliver and seek regular feedback from staff, which will aim to drive employee engagement and make our staff feel valued.

2. Encouraging sustainable behaviours

Delivering our 10-year framework is not just a statement of intent but signals a way of working that will continue to be engrained into our organisation.

We are committed to annually review our engagement with occupiers and stakeholders

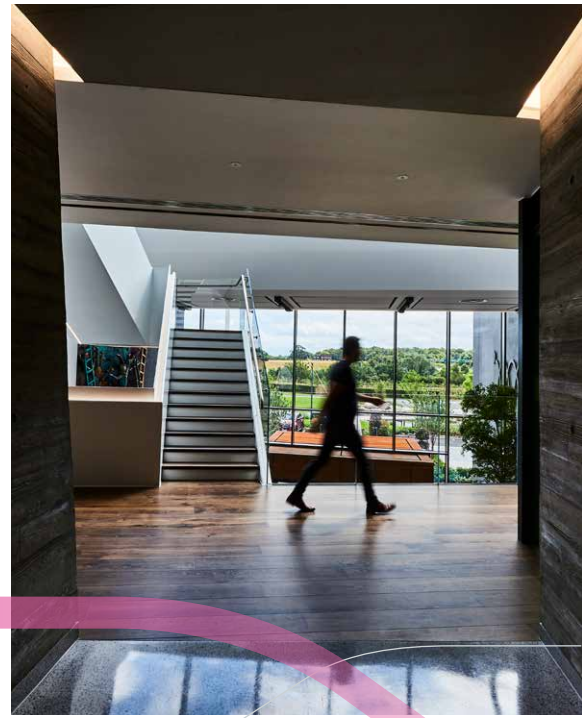
Given the different service lines within IMP, we want to continually put our customers at the forefront of everything we do and make sure we gain a thorough understanding of how we effectively communicate with them. We will carry out customer surveys, conduct our own research and engage in regular tenant communications to achieve this.

We will hold an annual sustainability week to continually inspire and encourage staff, customers, occupiers and suppliers on sustainable futures

We will dedicate a week to learning and challenging perceptions around sustainability trends while looking forward to see what might impact us both as individuals and as a business.

3. Collaborating & Communicating

Fundamentally, our business is built on the relationships we have with our colleagues, occupiers and key stakeholders, without whom we could not be successful. We want to continue to monitor our performance and improve the way we do business by having open and honest dialogue with our staff and stakeholders.



We will set up a Sustainability Champions Committee in 2025 (new target)

We want to encourage and empower all staff across the whole business to take a collective approach and ownership of our Sustainable Futures strategy. Our aim is to make sure that we get a broad set of views, opinions and perspectives on sustainability. This target will also support the personal development of our staff while also assisting with the delivery of our overall sustainability targets.

We will produce and distribute an annual sustainability performance report

This commitment will enable us to make continual improvement on our framework by analysing our data and outcomes. By producing an annual report, we can reflect on where we are making the most impact and reassess our targets to ensure that they fit with our business operations and align with the objectives of key stakeholders.









PLACE



As a property company we're aware that, while the overall impact of our developments is a positive one that benefits the local economy through jobs, training and local investment, they can also be controversial among some host community members. It is therefore crucial we take the time to understand the communities' current and future needs and make sure we are leaving a positive lasting legacy. Our 2030 ambition is to create positive PLACE change in the communities in which we work.

We will do this by setting commitments, focusing on three key areas:

1. Strengthening Communities

Business has an important role to play supporting and sustaining communities beyond bricks and mortar. Our projects and investments can be used as a force for good, either through provision of capital that allows new community projects to take place or existing ones to be sustained, or through the application of our time, energy and expertise.

We are committed to providing an annual Community Fund at either a corporate or project level. Following the launch of the IMP Community Fund in 2022, we will commit to awarding grants to grassroot organisations in proximity to our live developments or HQ. We will continue to develop our partnership established community foundations, drawing on their experience and understanding to deliver financial support to local communities. Community Funds will create a structured and fair way of giving to support community projects and grassroots organisations that provide invaluable services to the communities we invest in.

We will empower our colleagues to support communities, committing 2 days paid volunteering per colleague annually. Recognising the value that giving creates for individuals who give and receive, we will provide the opportunity for and encourage all staff to offer their time and expertise, empowering them to create positive change and impact for the individuals, organisations and communities we invest in.

2. Economy & Enterprise

Contributing to flourishing economies and supporting those most disadvantaged or furthest from the job market, resonates strongly with our business. Through modifying our behaviours and using our projects, sites and supply chain to connect need with opportunity, we can ensure that we are leveraging our investment to greatest effect.

Working with strategic partners, we will embed social enterprises into our procurement process. By aligning our business spend and procuring through social enterprises, we know our money will be reinvested into local economies, supporting our aim to create positive change underpinned by our values. Alongside our strategic partners, we will ensure those in our supply chain are clear on our requirement that they engage and connect with relevant social enterprises where appropriate.

We will collaborate with the supply chain across our business to provide opportunities to maximise local spend within our procurement processes. As a business, we are committed to supporting the communities and economies we operate in and have an expectation that our supply chain partners are aligned. As part of our procurement process, we will require our project teams to review their own supply chains and create opportunities for local suppliers, within an agreed radius, to tender for procurement opportunities where possible.

We will continue to deliver the IMP Work Ready Programme to support individuals into employment. Our projects can support a wide range of employment opportunities in design, delivery and operation. Our Work Ready Programme exists to support individuals who wish to upskill and reskill by providing training, advice and work placement opportunities to increase their knowledge, experience and confidence. By working with a range of experienced strategic delivery partners, the programme will provide a broad offer, including practical hands-on learning, training on employability skills and mentoring.

3. Education Engagement & Skills

Our parent group has at its heart an objective to ensure that every child is brought up in an environment where they are given the opportunity to reach their maximum potential. We have the opportunity to complement this activity through our projects and investments, not only through supporting life skills, but by inspiring a new generation of professionals, practitioners or trades people in the world of the built environment.

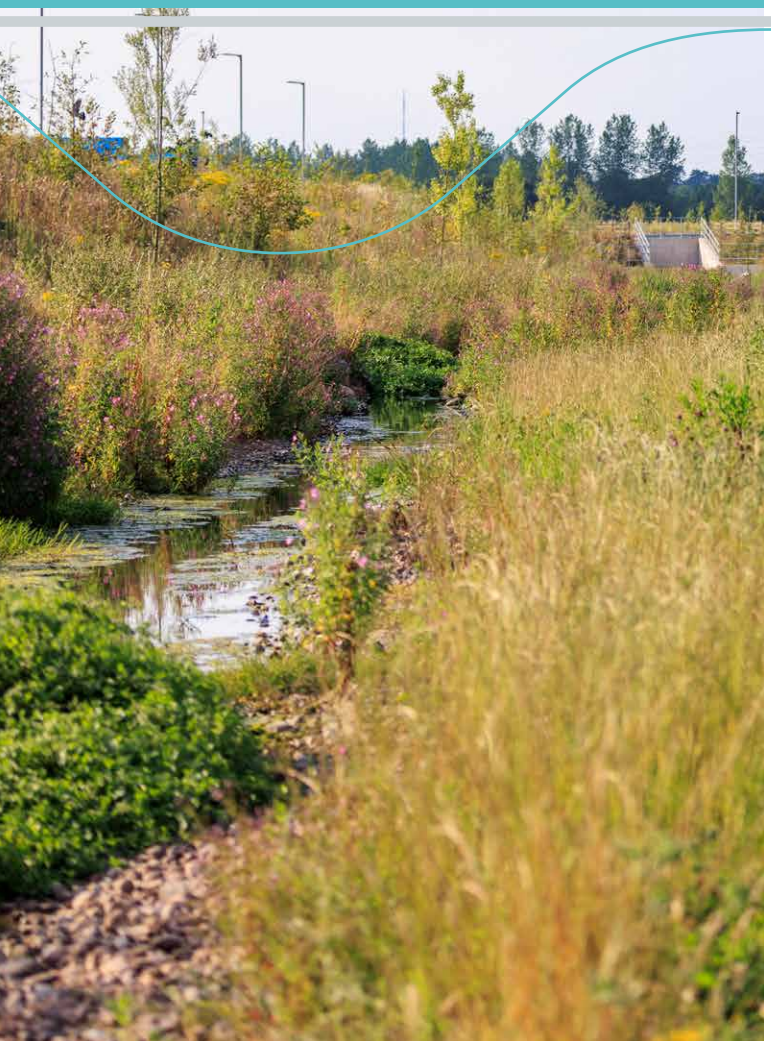
We will continue to deliver our IMP Education Programme across all business units. Supporting the life prospects of young people, the purpose of the education programme will be to provide young people with access to a range of essential employability and business skills workshops to help improve their future careers. Working with our supply chain and internal colleagues – including our own education partners, the Grace Foundation and Solutions for the Planet – the programme will help learners to identify and develop awareness of careers in the built environment and build skills for life, the world and the workplace.

The IMP Education Programme will exceed 5000 meaningful interactions by 2030. By engaging and working with schools, colleges and universities and with the support of our supply chain, we will deliver a range of meaningful interactions to inspire and enthuse young people on a range of topics related to life skills and the built environment. Interactions will be delivered in a number of ways including presentations, career workshops, experiences and interactive role-specific sessions.





PLANET



We recognise the importance of supporting the UK's transition to a low-carbon economy amid growing concerns over climate risks. Transparency and accountability are key to us, which is why we are developing our Net Zero Roadmap, setting science-based targets and ensuring third-party verification of our energy, business travel and waste data, enabling us to report annually on our energy performance.

We will continue to be a certified Carbon Neutral® Company and also work towards becoming Net Zero, aligned with science-based targets.

It's ambitious, but this statement of intent builds on our track record, having secured Green Loan facilities with both Lloyds Bank and HSBC to improve the energy efficiency of our investment portfolio, and our continued partnerships with UK Green Building Council (UKGBC) and Better Buildings Partnership. We will deliver developments that are fit for the future by setting commitments focusing on three key areas:

1. Managing Energy & Carbon

With the construction and operation of buildings accounting for around 30% of the UK's carbon emissions, it's clear that as a property company, we have a significant role to play.

At the core of our approach to energy, we place great value on transparency and accountability, as they are essential to building trust, driving continuous improvement and ensuring we remain responsible and aligned with our goals and commitments.

We will maintain our commitment to reduce our absolute location-based Scope 1 and 2 greenhouse gas (GHG) emissions 45% by 2030 from a 2022 baseline year.

We will maintain our commitment to reduce our absolute location-based Scope 3 GHG emissions 25% by 2030 from a 2022 baseline year.

More than ever, it's crucial that new homeowners can play their part in reducing the UK's carbon emissions.

We will align all dwellings with the Future Homes Standard, which is set to be implemented in 2025 and aims to ensure homes are Zero Carbon Ready. We will install high levels of insulation and highly efficient heat pumps in all new build domestic dwellings, avoiding fossil fuel boilers and providing low-carbon electric heating and hot water.

It's not just our own developments that will need to adhere to our sustainability efforts – we will also integrate managing energy and carbon into our investment decision-making.

We will continue to adopt Green Lease clauses in all new leases, with a focus on cooperation and collaboration with our occupiers to enable improved environmental performance of our leased assets and investment portfolio.

2. Building & Procuring Responsibly

Responsible building from the resources we use, eliminating waste and respecting the local community are key principles we adopt on all our developments. We also advocate the principle of responsibility in our procurement from the standards we set, materials we buy, and the evaluation and selection of our supply chain partners. It's important not only that we consider the impact of our materials and resources, but that we support suppliers who are trying to do the right thing.

We will continue to work with our valued partners to research, identify and trial new innovative technologies on our developments that support environmental sustainability.

Our construction projects are vital to shaping sustainable communities, creating lasting value and delivering spaces that meet the needs of today while contributing to a better future.

We will deliver all new build commercial projects to a minimum of BREEAM Excellent and EPC A ratings and all non-commercial dwellings to a minimum of EPC B rating. We will look to improve resource efficiency during construction by preventing waste and optimising the use of materials on all developments. We will make all new build commercial developments 'Net Zero Ready' in line with the UKGBC Net Zero Carbon Buildings Framework and aim to align with the emerging UK Net Zero Buildings Standard (UKNZBS).'



3. Building & the Natural Environment

We know that safeguarding the natural environment could have significant impacts on climate change, economies and health. Research has consistently shown how nature can have a positive impact on one's physical and mental wellbeing, and our developments are places where people live and work, so we strive to pass on the benefits of sustainability by incorporating nature wherever we can. That's why we are committed to making nature integral to our environment, wellbeing and economy.

We will ensure the natural environment is a key consideration on all new developments and throughout the development process.

We will deliver a minimum of 10% biodiversity net gain on all our developments and continue to adopt the Building with Nature Standards on all schemes.

Partnerships & Practices

Underpinning the three themes of People, Place and Planet is our commitment to Partnerships and Practices. We believe doing business the right way contributes to a fair and just society and that working with others is a fundamental part of addressing the environmental and societal challenges we face.

We will do this by:

Doing business in the right way

Working in accordance with our values and policies coupled with strong governance and leadership, we will promote a culture of responsible business attitudes and behaviours. By complying with all relevant legislation, standards and policies and ensuring environmental and social issues are a key consideration of business decision-making, we will future-proof our business and meet external expectations.

Working with others

Collaborating with peers, cross-sector businesses, charities and NGOs is key to enabling us to deliver on our sustainability commitments. By working together, we can find innovative solutions to tackling the systemic challenges we face.

Our partners include:

UK GBC Gold Leaf Member

As a member of the UKGBC, we are part of a growing network of organisations that provides a unified voice to improving the sustainability of the built environment sector.

BBP Better Buildings Partnership

As a member of BBP we are working alongside other leading commercial property owners to improve the sustainability of existing commercial stock here in the UK.

Climate Impact Partners

For carbon we cannot reduce or replace through our operations, we invest in carbon removal offsets. Working with Natural Capital Partners and ClimateCare we identify both UK and international projects that align with our sustainability framework.

We will work with a specialist energy procurement validation and data management partner across our portfolio to bring cost and emissions-reduction benefits.

Grace Foundation

Grace Foundation was founded in 2003 and is funded by the IM Group. It provides holistic education experiences. IMP is working with Grace Foundation on its school engagement experiences to enhance personal development and wellbeing.

Solutions for the Planet

Solutions for the Planet is a social enterprise that works to make sustainable practices commonplace to help build a world where every young person is equipped with essential skills that benefit people and planet. IMP is a regional partner of Solutions for the Planet's award-winning Big Ideas Programme, which connects students with local businesses to start conversations around a sustainable future while educating them about the many opportunities within the STEM sector.

SLR

SLR is an independent sustainability consultancy and has been working with IMP to audit and validate our GHG emissions. The data will help to lead the move towards our net zero ambitions.

heart of england Community Foundation

The Heart of England Community Foundation supports local giving and community investment across the West Midlands and Warwickshire. The Foundation endorses our social value initiatives by administering the IMP Community Fund, as well as some of our project-specific Community Funds.



TAKING RESPONSIBILITY:
OUR INTERNAL OPERATIONS

Nova, Oxford

Integrity is one of our core values, and being a trusted partner is important to us. We believe that clear policies, strong governance structures and clear lines of communication with external experts and partners will enable us to deliver on our 2030 sustainability commitments while continuing to challenge and evolve our thinking. To ensure we're acting at the levels of care, accountability and engagement we expect, we've established the following operational arrangements:

Policies

IM Group have published several responsible business policies, in compliance with regulations. These include:

- Whistleblowing
- Anti Bribery & Corruption
- Environment
- Equality, Diversity & Inclusion
- Modern Slavery
- Community & Charitable Giving

In addition to these, we will develop further policies and standards to support the ongoing implementation of the sustainability framework across each pillar. The production of individual 'P' code documents for People, Planet, and Place will serve as valuable resources for guiding our internal and external stakeholders, offering detailed insights into the practical delivery of our sustainability targets.

Internal Governance

To make sure we're achieving our sustainability targets, we formed the following governance framework:

IMP is governed by the IMP Leadership Team, which is headed by our Managing Director, Tim Wooldridge. The IMP Sustainability Team, which reports to the Leadership Team, is responsible for overseeing the delivery and management of our 2030 sustainability framework, reviewing sustainability performance, managing budgets and holding the wider business to account with regard to our sustainability agenda. This is a collective effort and supported by clear internal processes to enable data management, reporting and communications across the business and externally.

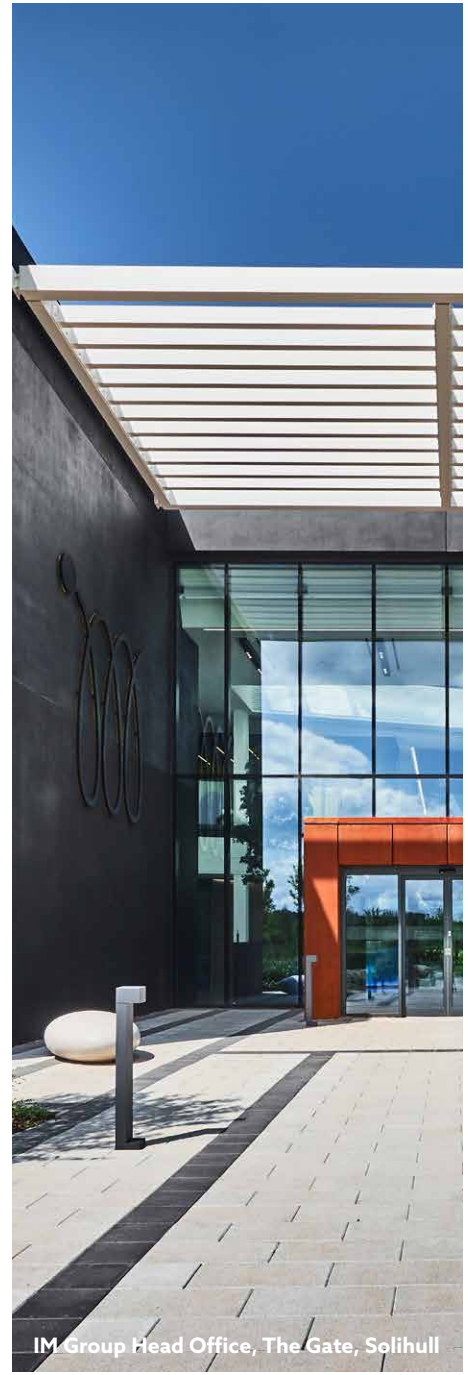
To maintain a strong focus on delivering our strategic commitments, we've established dedicated sub-working groups to drive continuous progress. At the core of this are our dedicated 'P' working groups consisting of colleagues from each division of the business. These groups are tasked with working on the detail of the 'P' code documents and how we translate our targets into action — making them actionable to each division.

Stakeholder engagement

Our sustainability framework is shaped by the issues that matter to our stakeholders. They provide valuable insight on how our activities are perceived and the environmental and social issues that matter to them and our business. The key stakeholders we engage with on a regular basis include:

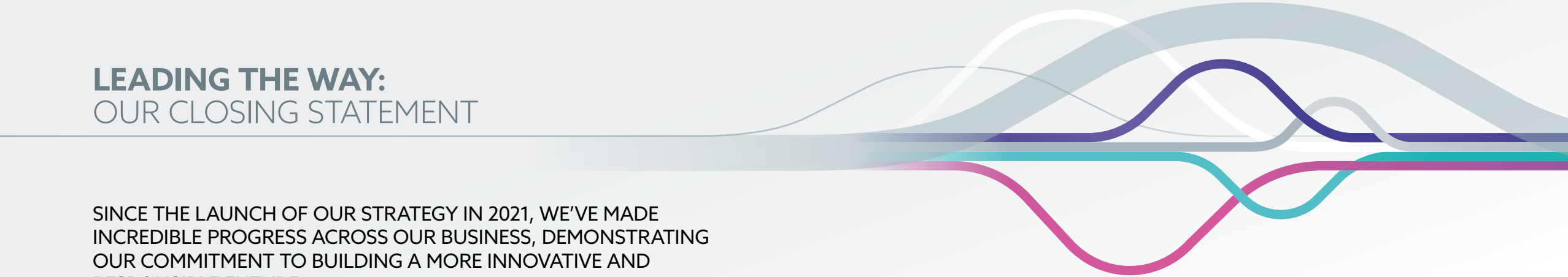
- Employees
- Customers
- Occupiers
- Local authorities, including planning authorities
- Financial Institutions
- Communities
- Supply chain
- Industry associations

It goes without saying that maintaining clear and open lines of communication with our stakeholders will be of high importance to the success of our sustainability strategy, and we welcome suggestions and feedback on ways we can help them help us to deliver our objectives.



IM Group Head Office, The Gate, Solihull

LEADING THE WAY:
OUR CLOSING STATEMENT



SINCE THE LAUNCH OF OUR STRATEGY IN 2021, WE'VE MADE INCREDIBLE PROGRESS ACROSS OUR BUSINESS, DEMONSTRATING OUR COMMITMENT TO BUILDING A MORE INNOVATIVE AND RESPONSIBLE FUTURE.

It's an ambitious and optimistic vision, and we're proud to share it with you.

To achieve our goals, we are fully committed to the targets we've set and will continue to support and inspire each other. While these goals are ambitious, we are confident in our strong track record of success and the expertise and passion of our team. By working closely with our external stakeholders and partners, we are excited to overcome any challenges ahead and make meaningful progress together.

We are focused on what we do best: delivering a portfolio of future-proofed assets that help our customers, occupiers and communities advance their own sustainability behaviours.

Looking ahead, we're excited to share our progress through open and transparent reporting, ongoing conversations and close collaboration with our stakeholders, ensuring we stay connected and focused as we work together to achieve our goals.

PROPERTIES

impsustainablefutures.co.uk